



**bethdavid**  
synagogue

## Return to Beth David Synagogue Action Plan

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### Beth David Synagogue Coronavirus Committee

Joshua Gould, Chair

David Moff

David Gutterman, MD

Michele Haber, MD

Kendra Ross, MD

Stanley Hammer, Immediate Past President, Beth David Synagogue

Michael Nichols, President, Beth David Synagogue

Lewis Weinstock, President-Elect, Beth David Synagogue

Rabbi Joshua Ben-Gideon, Rabbi

Corie Hampton, Executive Director

## Return to Beth David Synagogue Action Plan

### Keeping Everyone Safe

#### Introduction

At Beth David Synagogue, keeping our members, our employees, and their families healthy, especially in the midst of the COVID-19 pandemic is our first priority. Our guiding values are:

1. **Pikuah Nefesh** – Ever since Moses instructed us “You should choose life...” Deuteronomy 30:19 “Safeguarding Life” is a bedrock principle of Jewish law and supersedes most other obligations or mitzvot.
2. **Hora’at Sha’ah** – Pikuach Nefesh allows for the suspension of Jewish norms for an individual in order to preserve life (with a few important exceptions). Through the concept of Hora'at Sha'ah, Judaism also allows for the suspension of norms when it threatens communal life.
3. **Sakanat Nefeshot** – “Endangering Life” – members, staff, and clergy should not be in positions where they will be unduly endangering their own lives or the lives of their families due to pressure to restore activities.
4. **Kol Yisrael Areivim Zeh Bazeh** – “We Are Responsible for One Another” – It's our job to look out for the mental and physical health and safety of one another. And
5. **Hesed** – “Profound Love and Kindness” – Decisions around our operations and the risks involved create uncertainty, grief, and anxiety, and we must act with tremendous love and kindness towards the members of our families, communities, and the world at large.

We will adhere to all legal requirements around gathering in the wake of coronavirus. Even after it becomes legally possible for us to gather, however, that does not mean that we necessarily should allow such gatherings.

We understand that many members will not wish to re-enter the building for some time to come. We encourage, support, and honor that decision and the decision of when to return is up to you. Services will continue to be shared electronically even once we return to the facility so that no one will feel required to attend services in person.

While we will implement various protocols to ensure your safety, it's up to you and everyone in our community to execute these protocols daily. The guidelines have been developed using CDC guidelines, other Jewish congregations, and federal, state, and local guidance and will be revised as needed. By releasing this Return to Beth David action plan, we hope to clearly communicate our plans moving forward, highlight protocols in place to protect your safety and establish a level of comfort for everyone as we make it possible for you to re-enter our congregational home.

## Return to Beth David Synagogue Action Plan

### Goals of this Re-Entry Plan

1. Prioritize the health and safety of the Beth David community (congregation, staff, and visitors), ensuring they are not unduly put at-risk through the reopening process
2. Sustain, and ensure the long-term growth, of Jewish life, including the spiritual, religious, and social viability within the Beth David Synagogue community
3. Facilitate a successful High Holiday Service, in whatever format it may take, to ensure the safety of the community while enabling the spiritual life of the Beth David community
4. Enable the Beth David Synagogue operations to function in a manner that enables the continuity of the Synagogue.

### Return to Beth David Timeline

Due to the evolving nature of the coronavirus pandemic, creating an exact timeline for resuming "normal" operations is not feasible. We will regularly monitor applicable federal, state and local guidance, COVID-19 status within our area, practices within the Jewish community, and surrounding religious and non-religious organizations to determine next steps for reopening services, programs, in-office staff operations, and outside events. To account for a rapidly changing situation, we have created a phased approach based on readily available statistics.

### Communications Plan

A successful reopening plan will depend on the early dissemination of information about the safety protocols outlined in this document as well as ongoing awareness in the Beth David community about the specific requirements and expectations as on-site events start back up. Accordingly:

- All event, program and service information will contain highlighted information about symptoms, procedures and daily screening process.
- Children's programs will require parental and participant understanding and signature ahead of acceptance to the program.
- Dedicated signage will be available elaborating building/gathering procedures for indoor and outdoor events.

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### Re-opening Metrics

To ensure a safe reopening, the Beth David reopening committee has outlined a set of metrics which will guide the reopening process. These metrics are based on science, federal, state, and local requirements, and the best currently available information for **Guilford County or NC, depending on the metric and data availability**. The metrics were developed based on the Vision outlined at the start of this document along with the Goals identified by the committee. The reopening phases are:

#### Metric Red:

- 7-day running average North Carolina COVID positivity rate stable or increasing for previous 14 days or  $> 8.5\%$ <sup>1</sup>
- 7-day average Guilford County COVID cases per 100,000 people  $> 75$ <sup>2</sup>

#### Metric Orange:

- 7-day running average North Carolina COVID positivity rate decreasing for previous 14 days and  $< 8.5\%$
- 7-day running average Guilford County COVID cases per 100,000 people  $\leq 75$

#### Metric Yellow:

- No sooner than 3 weeks after transitioning to Orange
- 7-day running average North Carolina COVID positivity rate decreasing for  $\geq 21$  days and  $< 5.0\%$
- 7-day running average Guilford County COVID cases per 100,000 people  $\leq 50$

#### Metric Green:

- No sooner than 3 weeks after transitioning to Yellow
- 7-day running average COVID positivity rate decreasing for  $\geq 28$  days and  $< 3.5\%$
- 7-day running average Guilford County Cases per 100,000 people  $\leq 20$
- COVID-19 testing readily available with results in 2 days or less

The Beth David Reopening Committee reserves the right to update these metrics based on the availability of new information from governmental sources on the advice of local medical professional staff, and/or to ensure coordination and consistency with other organizations in the Greensboro Jewish Community. All metrics within a phase must be met before an organizational change in phasing is implemented. **These metrics connect directly with the phased reopening plan described later in this document.**

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<sup>1</sup> <https://coronavirus.jhu.edu/testing/individual-states/north-carolina>

<sup>2</sup> <https://www.nytimes.com/interactive/2020/us/north-carolina-coronavirus-cases.html>

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### General Re-Entry Guidelines

#### Pre-entry Health Screening

Visitors to Beth David are expected to perform self-temperature and symptom screening prior to attendance at any Beth David activity. Individuals with fever (defined as a temperature greater than or equal to 100.4 F) should not attend any activities. Additionally, individuals with any of these symptoms must not enter Beth David for any reason:

- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Staff must not come to work if they have a fever or any of the symptoms defined immediately above. For non-COVID-19 illness, staff may return to work after cleared by medical personnel to return or 72 hours after symptom resolution. **Staff are highly encouraged to seek coronavirus testing if they acquire symptoms.**

#### Building entry log and screening

Beth David will implement a tracking system for employees to request and record their attendance in the facility. Additionally, a pre-registration will be required for all services and events to keep the appropriate number of people at services/programs and to help track who was at a service/program if the need arises to contact people about possible coronavirus exposure.

#### Safety protocols for entry to Beth David

Social Distancing: **All staff, members and guests who do not live in the same household must remain 6 feet apart.** Additionally, the following safety practices must be followed:

- Avoid conversations and tasks that require face-to-face contact
- Avoid gathering when entering and exiting the facility. Everyone should also only enter and exit designated areas.
- Follow any posted signage regarding coronavirus social distancing practices
- Limit the number individuals in common areas at all times
- Staff, members, and guests are encouraged to avoid touching their face

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Masks: **Masks/face coverings will always be required when in the building or attending an outdoor activity at Beth David.** Those unwilling to wear masks will be required to leave. Please note that everyone must provide their own mask and that masks should be worn properly per CDC guidelines **covering both the nose and mouth.** Children age 2 and under, and those medically unable to wear masks are exempt from this requirement.

- Individuals with a documented medical need to not wear a mask are asked to contact the Executive Director prior to attending any Beth David activity.

### Facility Hygiene/Cleaning/Cleanliness

Sanitizer stations will be located throughout the building, in labeled bottles. Soap and water are also available in the bathrooms and volunteer room. Additionally, sanitizer will be available at all outdoor activities.

Good personal hygiene practices must always be followed by staff and visitors. These include:

- Handwashing for at least 20 seconds with soap required after bathroom use.
- Use of hand sanitizer frequently
- Cough / sneeze into your elbow
- Limit all personal contact and maintain 6 feet of social distance from anyone other than family members

The facility will be cleaned regularly by the cleaning service and any area determined to have been potentially at-risk of being in contact with an infectious person will be sanitized in a manner as recommended by health officials. The cleaning service for Beth David will be deep cleaning the common surfaces three days per week. A fogger will also be used one day per week. Employees should do their part to help keep the office as clean as possible by cleaning and disinfecting their workstations and surfaces they commonly use. Employees should avoid using others' workstations, tools and equipment. Water fountains in the building will be closed, and signage posted regarding their closure.

### Bathrooms

Bathrooms present both distancing and body fluid challenges. The following precautions will be enacted to provide the best outcomes for both of those exposure risks.

- No more than 3 persons in a bathroom at any time
- Faucets, soap, and towel dispensers will be changed to touchless (will revert post COVID for Shabbat purposes)
- Masks must continue to be worn when in a bathroom

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### General Considerations for Use of Physical Space

Facility modifications will take place to remind/document needed social distancing practices. New signage will be installed to remind people of different households to remain a minimum distance of 6 feet apart. Floor markings will be used outside high-use areas (e.g., bathrooms) to demonstrate distancing requirements. Chair placement in rooms and sanctuaries will facilitate social distancing practices. Additionally, the following practices are highly encouraged, consistent within the specific phase of reopening relevant at the time:

- Prioritize outdoor gatherings and meeting spaces.
- Consider drive-up events when possible.
- Indoor programming should be kept to the shortest duration practical as determined by the staff leading the program in consultation with the coronavirus task force and aligned with the currently applicable reopening phase. For example, this may mean abbreviated services, or a hybrid of some part of a service in person with the remainder online.
- Children younger than 13 must be supervised at all times to ensure they are following safe physical distancing rules, and mask-wearing as appropriate. Staff discretion will govern whether children 13 and older can be trusted to follow all rules without direct supervision.
- Kissing or physically touching the mezuzot on and within the building is not allowed. A symbolic gesture in that direction is recommended instead.

### Space Rental

Facility rental will only be allowed based on the appropriate reentry phase. Space rental by external groups must follow all of the above guidelines and precautions. Rental agreements shall include cleaning fees commensurate with use.

### Numbers

The number of people allowed in the building at a given time will be determined by the phase of opening based on recommendations from the coronavirus committee.

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### Procedure if someone becomes sick and tests positive for COVID-19

#### General Pre-emptive Guidance

Staff, vendors, contractors, members and participants shall not come to Beth David activities if they experience any coronavirus symptoms described on page 6, test positive for COVID-19, or have been exposed to someone with symptoms or a confirmed or suspected case.

Anyone who has tested positive for COVID-19 shall not return to Beth David activities until symptom-free for at least 72 hours without medicine **and** cleared by a medical professional to do so.

Anyone suspected of having COVID-19 but not tested positive shall not return to Beth David activities until 14 days from the onset of their symptoms and their symptoms resolved (without medicine), or have clearance from a healthcare professional to return.

Anyone who is at Beth David and develops any coronavirus symptoms while at the facility shall immediately leave the facility and is encouraged to check with their healthcare professional and follow their guidance. If children become symptomatic during programming, they will immediately be isolated until a parent or guardian can retrieve children them.

Anyone with a family member who has COVID-19 or has been in close contact (within 6 feet for greater than 15 minutes) with a person with COVID-19 or displays COVID-like symptoms shall not enter Beth David until 7 days have passed since their last contact with that person and they have no symptoms themselves

#### Actions Resulting from a Positive COVID-19 Test

Anyone who has been to Beth David and subsequently tests positive for COVID-19, displays COVID-like symptoms, or learns they have been in contact with someone positive or displaying symptoms within the previous 7 days shall notify the Beth David Executive Director immediately.

Beth David will take these actions following notification:

- Notify Beth David Staff as necessary as well as Guilford County public health officials.
- Conduct contact tracing and notification under the direction of public health officials. At a minimum, or where public health officials are unable to assist, persons who were in contact with a positive case while at Beth David will be notified. Beth David will use activity pre-registration lists to inform attendees that someone in attendance at that activity has tested positive. Those individuals will

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be advised to stay home, self-monitor for symptoms, and follow CDC guidance if symptoms develop. **Under no circumstances should Beth David staff divulge the identity of the individual testing positive.**

- Close off areas used/visited by positive testing individual(s) and restrict access to these areas until the following actions are completed:
  - Clean and disinfect areas visited/occupied by the positive testing individual(s)
  - Clean and disinfect any objects touched or used and then isolate objects for at least 72 hours

## Safe Procedures for Ritual Activities

### Rabbi's Presence and Discretion

The Rabbi has the authority to make decisions he believes are in the best interests of his and his family's health. The Rabbi may perform rituals, ceremonies, visits, etc. that are consistent with the scope of the procedures in this document and the appropriate phase of reopening. Should the Rabbi become infected, all above criteria under "Procedure if someone becomes sick" will apply, and individuals and groups counting on his physical presence shall be notified of his inability to appear as soon as possible.

### Other Procedures

**Seating:** When indoor services commence in the sanctuary or chapel, specific seats will be marked out to maintain at least a **six-foot distance** between family units.

**Entry/Exit:** We will utilize separate doors for entry and exit into and out of the building. Please use the appropriately marked door. The coat room will be closed until further notice.

**Siddurim:** Two tables will be placed outside of each service, one to pick up a siddur and Chumash, and one to return it. The books on the return table will not be utilized for at least 7 days.

**Singing:** **Existing information suggests that singing is a high-risk activity that may lead to mass infection events.** Anyone singing must wear a mask and individuals not within the same household must remain **twelve feet or more** from others when singing. Thus, small children and others who are unable to wear masks should not be singing. Quiet, rather than loud singing is encouraged.

### Mikveh

Given that the Mikveh is chlorinated and the water is moving, there should be minimal risk to individuals using it.

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The Mikveh shall be available for individual use by appointment. The current reservation protocols will be in place, with a 1-week advanced notice. Additionally:

- 24 hours will be afforded between individuals not residing within the same household
- Appropriate cleaning procedures of floors, railings, knobs and other common surfaces will be completed right before the next individual's use.
- Individuals must abide by the "Pre-entry screening" and "Procedure if someone becomes sick" guidelines previously noted.
- Individuals must wear masks upon entry to and exit from the Mikvah.
- To minimize contamination risk, all users should leave any unnecessary items at home or in their cars.

### Lifecycle Events

All lifecycle events should follow the protocols for the current phase of opening. Family celebration events held at Beth David remain at the discretion of the Rabbi and may be limited as necessary to help ensure safety

Funerals will be held at the graveside as conditions allow. Mourners should each bring their own shovels. If they do not have their own shovels, handles must be disinfected prior to use by another individual. Alternatively, latex gloves can be distributed to mourners wishing to participate in this phase of the ceremony. Shiva minyanim may occur with 10 individuals at a home, all wearing masks, with others invited to participate online.

## REENTRY PHASES

### *Phase Zero*

- Beth David remains closed to all but staff
- Board and all committee meetings are online only
- Staff meetings may be in person or online – when in-person they should be limited in duration and all safety protocols should be followed

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### Phase One (Metric Red)

- Beth David remains closed to all but staff and **select Life Cycle events**
- Life Cycle events (including Mikveh use) are at Rabbi's discretion, including the event type, location, length of time, and maximum number of people
- When feasible, Life Cycle events shall take place outdoors
- Notwithstanding the above, Life Cycle events shall be held with family only and no more than 15 people,
- Board and all committee meetings are online only
- Staff meetings may be in person or online – when in-person they should be limited in duration and all safety protocols should be followed

### Phase Two (Metric Orange)

In addition to **select Life Cycle events**, Beth David will open for **certain in-person activities**; as noted below, all programs/services will continue to be broadcast so members do not feel obligated to attend

- Activities are limited to **15 attendees in an indoor group or 30 attendees outside**
- Pre-registration is required; No food or drink service will be provided
- Social distance and safety guidelines must be followed during all Phase Two activities
- Members are encouraged to bring their own Siddur, head covering, and Tallit to all services
  - If needed, items will be provided to the member attending
  - Any Beth David item being provided will be quarantined for seven days
- Beth David board and committee meetings will remain remote
- The Rabbi, at his discretion, may meet with individual family members for essential support
- The Beth David Gift Shop will open by appointment only and must follow all safety guidelines
- No facility rental will be allowed

### Phase Three (Metric Yellow)

In addition to **select Life Cycle events**, Beth David will open for **certain in-person activities**; as noted below, all programs/services will continue to be broadcast so members do not feel obligated to attend

- Phase Three activities may take place inside or outside at determination by the Rabbi and Executive Director
- Phase Three activities are limited to **50 attendees in an indoor group or 75 attendees outside**
- Pre-registration is required; Challah and wine for blessings may be provided

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- Social distance and safety guidelines must be followed during all Phase Three activities
- Members are encouraged to bring their own Siddur, head covering, and Tallit to all services.
  - If needed, items will be provided to the member attending
  - Any Beth David item being provided will be quarantined for seven days
- Beth David board and committee meetings may be held in person but will also be broadcast remote to allow those who wish to participate electronically to do so
- The Rabbi, at his discretion, may meet with individual family members for essential support
- The Beth David Gift Shop will open for regular hours but is limited to not more than 3 **people** (including staff) in the shop at any time
- Facility rental may be allowed, at the discretion of the Executive Director with all facility safety guidelines and participant levels followed

### *Phase Four (Metric Green)*

During Phase Four, Beth David will return to mostly normal operations. Specific precautions will be updated as the overall population risk from COVID-19, i.e., level of vaccination and immunity, is better defined. These protocols will continue until such time as they are no longer needed, based on updated guidance from local, state, and federal authorities.

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### Cautionary Statement Regarding Phasing and Enforcement

The phases described above are tentative and subject to change based on state and local guidance, congregational feedback, and leadership judgment. While the desire is that no one test positive for COVID-19, and appropriate safety protocols are being enacted to minimize this risk, it is understood that it is a possibility.

If cases of coronavirus spike in our local area, Beth David reserves the right to move back in Phases or close altogether. We recognize that each individual will need to make a personal decision as to when they are comfortable returning to Beth David based on individual circumstances. No one should feel obligated or required to return to Beth David for in-person services or activities until they are comfortable doing so. Please reach out to our *Return to Beth David* Team if you have questions or concerns.

It is essential to everyone's health that the procedures in this document be followed consistently while in the building. Security guards, staff, and volunteers will be appointed to monitor compliance and to politely remind anyone who fails to comply. We expect to enlist and train ushers in the specifics of the policies and procedures and have them monitor key locations while the building is open for events and services. For example, entry/exit corridors, wearing of masks, seating, and safe use of bathrooms may need some monitoring by volunteers.

Volunteers will ask politely that people comply with the policies. If that doesn't work to change the non-compliant behavior, the member or guest will be asked to leave. If someone remains defiant, staff and clergy will be asked to intervene.

Repeated non-compliance with the protocols will result in removal from the building. We will do everything we can to avoid such a removal, but pikuach nefesh needs to take priority over anyone's personal preferences.

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### Conclusion – Looking Forward

Beth David looks forward to a future of approaching a more normal prayer, learning, community-gathering, and work environment. The coronavirus pandemic has created uncertain times and resulted in unprecedented changes. As communicated throughout this *Return to Beth David* action plan, we are prioritizing the health of our community every step of the way as we consider reopening our doors.

We will execute on our plan cautiously, following applicable federal, state and local guidance as much as possible. We also understand that each member and employee have different needs and situations as our doors begin to reopen. The clergy and staff are always available to help. You can call us at (336) 294-0007 or email [info@bdgso.org](mailto:info@bdgso.org). If you have any concerns about returning to the building, you can contact our *Return to Beth David* Team at [info@bdgso.org](mailto:info@bdgso.org).

Finally, we ask that everyone remain patient and understanding of the fact that the coronavirus pandemic may require our *Return to Beth David* plans to change. The membership and employees will be given as much notice as possible in the event of an unforeseen setback or building closure.

Together, we will get through this situation with a stronger, more connected, and more healthy Beth David family.